

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169



SHERMAN BLOCK, SHERIFF

October 22, 1997

Deputy Joseph Parks, #[redacted]

Dear Deputy Parks:

On October 1, 1996, you were served with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under File Number IAB 009810. You were also advised of your right to review the material on which the discipline was based.

You did exercise your right to respond. Pursuant to a settlement agreement entered into between you and the Department, you are hereby notified that you have been suspended from your position of Deputy Sheriff, Item No. 2708A, with this Department for a period of thirty (30) days, effective October 21, 1996 through November 19, 1996.

An investigation under File Number IAB 009810, conducted by the Internal Affairs Bureau, coupled with your own statements, has established the following:

1. That in violation of Manual Sections 3-01/100.35, False Information in Records, and/or 3-01/040.70, False Statements, and/or 3-01/030.05, General Behavior, and/or 3-01/050.10, Performance to Standards, on or about October 24, 1995, you falsely reported and documented the circumstances leading to the arrest of Ms. [redacted], bringing discredit upon yourself and/or the Department . Additionally, or alternatively, you failed to maintain the highest standard of efficiency in carrying out the functions and objectives of the Department.

2. That in violation of Manual Sections 3-01/040.75, Failure to Make Statements and/or Making False Statements During Internal Affairs Investigation, and/or 3-01/050.10, Performance to Standards, on or about February 29, 1996, you failed to make full, complete, and truthful statements and/or failed to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the Department.

3. That in violation of Manual Section 3-01/040.90, Reporting Information, on or about October 24, 1995, you failed to advise your supervisor regarding information about your relationship or past relationship with Ms. [redacted] that might indicate the need for Department action.

In taking this disciplinary action, your record with this Department has been considered, and a thorough review of this incident has been made by Department executives, including your Unit and Division Commanders.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

SHERMAN BLOCK, SHERIFF

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Kenneth L. Bayless, Chief
Field Operations Region III

executing the release, which if known by him must have materially affected his settlement with the debtor.

9. The parties agree that the foregoing comprises the entire agreement between the parties, and that there have been no other promises made by any party. Any modification of this Agreement must be in writing.

I have read the foregoing Settlement Agreement, and I accept and agree to the provisions contained therein and hereby execute it voluntarily and with full understanding of its consequences.

Date: Oct. 18, 1996

Joseph Parks, Deputy

As To Form Only:

Rochelle E. Jackson, Attorney
Law Offices of Landrum & Amponsah

For the Sheriffs Department:

Date: 10-18-96

Kenneth L. Bayless, Chief

COUNTY OF LOS ANGELES

SHERIFF'S DEPARTMENT

DATE: July 17, 1996

FILE:IAB009810

DISPOSITION SHEET

FROM: KENNETH L. BAYLESS, CHIEF
FIELD OPERATIONS REGION III

TO: GERALD W. MINNIS, CHIEF
PROFESSIONAL STANDARDS
AND TRAINING DIVISION

SUBJECT: **PARKS, Joseph, #[redacted]**
Deputy Sheriff
Walnut Regional Station
Field Operations Region III

Upon consideration of the facts developed in this investigation, I recommend that Subject Parks be terminated from his position as a deputy sheriff for the reasons set forth in the attached documentation. This decision may be reconsidered based on the employee's response.

Kenneth L. Bayless, Chief

8-7-96
Date

CASE REVIEWED BY

Jerry L. Harper
Undersheriff
9-26-96
Date

Michael E. Graham
Assistant Sheriff
9-26-96
Date

DISPOSITION WORKSHEET

Re: IAB 009810
Subject: Deputy Joseph L. PARKS #[redacted]
Investigator: Sergeant Greg Johnson
Advocate: Sergeant Sheila A. Sanchez

SUMMARY:

On October, 24, 1995, Subject Joseph Parks, assigned to Walnut Station patrol arrested Ms. [redacted] for under the influence of a controlled substance and possession of a controlled substance (methamphetamine). During a Narcotics Bureau interview, it was revealed that Subject Parks had met Ms. [redacted] while on duty in August 1994, and subsequent on-duty contacts (including ride-alongs) developed into a personal and romantic relationship during 1994 and 1995.

Further investigation revealed in April 1995 (approximately), the subject became aware that Ms. [redacted] used illegal narcotics. The subject continued to have contact with Ms. [redacted], including but not limited to registering at motels, and taking her to his home, where she had contact with his minor children.

Subject Parks failed to advise his supervisors of his personal/romantic relationship with Ms. [redacted], when advising them of the circumstances of the arrest. Additionally, the investigation revealed that the circumstances of the arrest were not accurately/truthfully reported to supervisors and/or documented in the Complaint Report (SH-R-49).

The following potential charges were prepared by the Advocacy Unit. Please indicate your disposition of each potential charge, and put any additional founded charges (with reference to the investigation) on an attached sheet(s).

Disposition	Potential Charge #1	Evidence Reference
__ Charge founded as delineated __ Charge founded as modified ✓ Charge unresolved __ Charge unfounded	That in violation of Manual Sections 3-01/050.90 (Prohibited Association), and/or 3-01/030.05 (General Behavior), and/or 3-01/030.10(e) (Obedience to Laws, Regulations and Orders), on or about April 1995, the subject continued a personal association with a female (Ms. [redacted]) with an open and notorious reputation for illegal narcotics use, where such association would be detrimental to the image of the Department and/or contrary to good order.	Subject Transcript [redacted] Transcript: at pg. 13-19, 22, 33-34, 57, 71, and 92-95 [redacted] Transcript: at pg. 2-5. Exhibit A (Arrest Report) Exhibit B (Motel Receipts) **Defenses/Conflicting Evidence Summary:** Subject Transcript [redacted] Transcript: at pg. 95 Exhibit C ([redacted]'s Criminal History)

Disposition	Potential Charge #2	Evidence Reference
✓ Charge founded as delineated __ Charge founded as modified __ Charge unresolved __ Charge unfounded	That in violation of Manual Sections 3-01/100.35 (False Information in Records), and/or 3-01/040.70 (False Statements), and/or 3-01/030.05 (General Behavior), and/or 3-01/050.10 (Performance to Standards), on or about October 24, 1995, the subject falsely reported and documented the circumstances leading to the arrest of Ms. [redacted], bringing discredit upon himself and/or the Department. Additionally or alternatively, he failed to perform his duties in a manner which would establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the Department.	Subject Transcript [redacted] Transcript: at pg. 19-22, 42, and 87-89. Moya Transcript: at pg. 2-3. Camou Transcript: at pg. 2-6. Cavanaugh Transcript: at pg. 2-8. Exhibit A Exhibit D **Defenses/Conflicting Evidence Summary:** Subject Transcript

Disposition	Potential Charge #3	Evidence Reference
✓ Charge founded as delineated __ Charge founded as modified __ Charge unresolved __ Charge unfounded	That in violation of Manual Sections 3-01/040.90 (Reporting Information), on or about October 24, 1995, the subject failed to advise his supervisor regarding information about his relationship or past relationship with Ms. [redacted] that might indicate the need for Department action.	Subject Transcript: 47-51, 53, and 60-68 Camou Transcript: at pg. 2-6. Moya Transcript: at pg. 2-3. Cavanaugh Transcript: at pg. 2-8. **Defenses/Conflicting Evidence Summary:** Subject Transcript

Disposition	Potential Charge #4	Evidence Reference
✓ Charge founded as delineated __ Charge founded as modified __ Charge unresolved __ Charge unfounded	That in violation of Manual Sections 3-01/040.75 (Failure to Make Statements and/or Making False Statements during Departmental Internal Affairs Investigations), and/or 3-01/050.10 (Performance to Standards), on or about February 29, 1996, the subject failed to make full, complete and truthful statements, and/or failed to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the Department.	Subject Transcript [redacted] Transcript: at pg. 19-22, and 48. [redacted] Transcript: at pg. 2-5. Cavanaugh Transcript: at pg. 2-8. Exhibit A Exhibit B Exhibit D **Defenses/Conflicting Evidence Summary:** Subject Transcript

DISCIPLINE ASSESSMENT

Review of Applicable "Guidelines For Discipline" Sections

The Department's Guidelines for Discipline lists the following analogous misconduct with associated disciplinary penalties:

Untruthful or misleading statements to a supervisor.	10-15 Days Suspension (See Note #1)
Untruthful or misleading statements during internal investigations.	15-25 Days Suspension (See Note #1)
Falsification of official reports or records.	15 Days Suspension to Discharge (See Note #1)
Prohibited Association	Discharge (See Note #2)
Conduct which causes embarrassment to the Department.	------------ (See Note #4)
Performance to Standards	------------ (See Note #3 & #4)

Note #1 - As noted elsewhere in these Guidelines, Discipline is expected to be within the standard range in most cases. In the event circumstances warrant a downward adjustment to a penalty less than the standard range, the indicated offenses may not be reduced below a five (5) day suspension.

Note #2 - The penalties indicated by this note may not be reduced.

Note #3 - In addition, performance issues may be addressed by the personnel performance evaluation system. See Civil Service Rule 20. Those rules provide that an employee must be discharged as a result of an unsatisfactory evaluation.

Note #4 - The standard discipline for this section can range from a written reprimand to discharge, based on an evaluation of the totality of the circumstances.

Assessment of Mitigating and Aggravating Factors

Severity of Infractions:

The community holds a Deputy Sheriff in high esteem and places a great deal of trust in the duties he/she performs while appropriately enforcing the laws. There is no greater display of distrusts when a deputy's integrity becomes questionable. Subject Parks violated that trust on several occasions as this incident unfolded. He violated his trust by his actions during the incident and during its resulting investigation.

Subject Parks displayed his loss integrity by not accurately and truthful depicting the facts when he reported his illicit involvement to his supervisors in an obvious attempt to avoid the need for Department action, and when he falsely documented the events of the arrest in his arrest report. He further cemented his loss of integrity by failing to make full, complete and truthful statements during the investigation of this incident.

In summary, Subject Parks has violated several sections of Department policy, which are all exceptionally serious violations of misconduct and public trust, and have the propensity for discharge. The Subject has obviously failed to maintain the high standard of integrity required for a law enforcement officer which maintains the public's trust and good order.

Truthfulness and Acceptance of Responsibility:

Subject Parks was less than candid during the investigation. His honesty and integrity has become highly questionable. The Subject attempted to manipulate circumstances and facts to present himself in a positive light. He continues to deny that he maintained an intimate and romantic relationship after he learned of the woman's drug problem. Further, he steadfastly denies he falsified the arrest report. Both of these assertions are contradicted by the evidence and by logic. Subject Parks exhibited his lack of acceptance of responsibility through complicating the issue by failing to appropriately notify his supervisors of his illicit involvement and trying to manipulate the facts in his arrest report. The Subject has definitely demonstrated his inability to be forthright and truthful and accept responsibility for his actions. Although the arrest case was never filed, conceivably the Subject would have offered perjured testimony if called as a witness.

Intent and Degree of Culpability:

Subject Parks is solely responsible for each act of misconduct alleged in the charges, and each act appears to be intentional.

Past performance and Disciplinary History:

The Subject has been a deputy sheriff for 15 years, 5 years at his current assignment, Walnut Station, with no prior disciplinary history. He has a good performance record and has been rated as Very Good at Walnut Station for the past 3 years. He has also received a number of commendations from the community and his supervisors during that time.

Management has considered the Subject's performance, which is documented in the Subject's Department personnel file, and those document not contained in that file which are attached to this disposition worksheet.

Disposition:

Based upon the forgoing assessment of mitigation and aggravating factors, the following is the recommended penalty, subject to revision upon receiving the Subject's response or grievance.

- ✓ Discharge
- ____ Reduction in Rank
- ____ Suspension with loss of pay and benefits, for ___ days
- ____ Written Reprimand
- ____ No discipline recommended

COUNTY OF LOS ANGELES - SHERIFF'S DEPARTMENT
INTERNAL AFFAIRS BUREAU INVESTIGATIVE REPORT

DATE OF INCIDENT	FILE NO.
Ocotber 24, 1995	**I.A.B.009810**

SUBJECTS

PARKS, Joseph L. , Deputy #[redacted]
Walnut Station
Field Operations Region III

COMPLAINANTS

Kenneth L. Bayless, Chief
Field Operations Region III

CHARACTER OF CASE

Prohibited Association; False Statements; Failure to Make Statements and/or Making False Statements During a Departmental Internal Investigation

LOCATION

Arrow Highway & Citrus Avenue, Covina

REFERENCE	INVESTIGATOR
Kenneth L. Bayless, Chief **Field Operations Region III**	**Gregory Johnson, Sergeant** **Internal Affairs Bureau**

SYNOPSIS

Subject Joseph Parks maintained a personal and romantic relationship with an individual, [redacted], who used drugs. On October 24, 1995, after having ended his relationship with [redacted], Subject Parks stopped and arrested [redacted] for possession and under the influence of methamphetamine. Subject Parks omitted any reference to his relationship with [redacted] in his arrest report and failed to advise his supervisors of this information. During the I.A.B. investigation, the truthfulness of Subject Parks' arrest report was called into question as well as the veracity of his statements.

SUBMITTED BY	REFERRED FOR RECOMMENDATION TO
Norman L. Smith, Captain **Internal Affairs Bureau**	**Field Operations Region III**

STATUS OF SUBJECTS

Continuing on Duty